

Michigan Women's Commission

2003 Annual Report

*Improving the quality of
life for Michigan women*

Jennifer M. Granholm, Governor

Linda V. Parker, Director, Department of Civil Rights

Emma Bell, Chair

Gloria Woods, Vice Chair

Judy Karandjeff, Executive Director

Table of Contents

Governor’s Letter..... 3

Mission and Vision..... 4

Commission History 5

Members & Staff, Jan. 2003 – April 2003 8

Members & Staff, May 2003 – Dec. 2003 10

Commission Goals, Strategies & Priorities 13

Increasing Networking for Women & Identifying Key Issues.... 14

Survey of Women’s Issues 17

Related Activities & Publications..... 19

Publications Available 20

Special Thanks 23

Partnerships & Collaborations..... 24



STATE OF MICHIGAN

MICHIGAN WOMEN'S COMMISSION
LANSING

JENNIFER M. GRANHOLM
GOVERNOR

JUDY KARANDJEFF
EXECUTIVE DIRECTOR

The Honorable Jennifer M. Granholm
State of Michigan
Lansing, Michigan 48909

January 5, 2004

Dear Governor Granholm:

We are pleased to submit to you the 2003 Annual Report of the Michigan Women's Commission highlighting the commission's achievements in the calendar year of January 1, 2003 to December 31, 2003.

During this time, we worked hard to accomplish our goals. In so doing, we helped to improve the quality of life for Michigan women by:

1. Increasing the networking opportunities for women;
2. Improving the health and safety of Michigan women, and;
3. Increasing the public profile and identity of the Michigan Women's Commission as a resource for women.

The Commission's actions were guided by Public Act 1 of 1968.

On behalf of the Commissioners and staff, we express our appreciation for the commitment of the Governor's office to improving the quality of life for Michigan women. We would also like to recognize the support of many state agencies, the partnership of numerous community organizations, and the assistance of the media in furthering the mission of the Michigan Women's Commission. We look forward to continuing these connections in 2004.

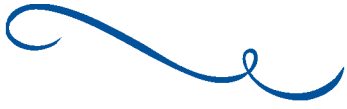
Sincerely,

Emma Bell
Chair

Gloria Woods
Vice Chair



Mission



The Michigan Women's Commission works to improve the quality of life for Michigan women.

Vision



Women creating leadership and partnership for change on issues that matter.

Commission History

In 1961, President John F. Kennedy established the President's Commission on the Status of Women. Eleanor Roosevelt served as chair of this historic commission. Similarly, in Michigan, Governors Swainson and Romney created and supported governors' commissions on the status of women in Michigan in the early 1960's. In 1968, the Michigan Legislature enacted Public Act 1, statutorily creating the Michigan Women's Commission as an on-going body.

During its 35-year history, the Commission has worked on the following issues of concern to Michigan women:

- Child care
- Child support
- Domestic violence
- Economic independence
- Education
- Elder care/abuse
- Employment
- Equality
- GHB, club and rape drugs
- Health care
- Older women's issues
- Pay equity
- Personal protection orders
- Personal safety
- Pregnancy and prenatal care
- Recognition of women's accomplishments and contributions
- Self-esteem
- Stalking
- Substance abuse/treatment of women
- Women and alcohol
- Women and technology

The Michigan Women's Commission was established by Public Act 1 of 1968. It consists of 15 members broadly representative of numerous fields of interest to women. The Governor, with the advice and consent of the Senate, appoints 15 members to the Commission for terms of three years. The Governor also designates a chair and a vice chair from members of the Commission. The directors of the following state departments, or their representatives, are ex officio members of the Commission: Civil Service, Labor and Economic Growth, Education, and the Family Independence Agency. In addition to the 15 voting members, and four ex officio members, liaisons from other state departments and from the Governor's office are appointed by their respective department heads. The participating state agencies include the Department of Agriculture, Office of the Attorney General, Department of Civil Rights, Department of Community Health, Office of Services to the Aging, Department of Corrections, Department of Environmental Quality, Department of Management and Budget, Michigan Economic Development Corporation, Michigan State Police, Department of Natural Resources, Department of State, and Department of Treasury.

*Over its 35 year history,
the Commission has
achieved much.*



*The Michigan Women's
Commission was
established by Public
Act 1 of 1968.*



POWERS AND DUTIES

As prescribed in Public Act 1 of 1968, the Commission shall:

1. Stimulate and encourage throughout the state the study and review of the status of women;
2. Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers;
3. Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights;
4. Promote more effective methods of enabling women to develop their skills, continue their education, and to be retrained;
5. Make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services; and
6. Secure appropriate recognition of women's accomplishments and contributions to this state.

FUNDING

The Commission may accept federal funds granted by Congress or Executive Order for all or any of the purposes of this act as well as private gifts and donations from individuals, private organizations, or foundations, provided that the acceptance of federal funds commits no state funds and places no obligation upon the legislature to continue the purposes for which the funds are made available.

COOPERATION OF EXECUTIVE DEPARTMENTS AND AGENCIES

The Commission shall have the full cooperation of all executive departments and agencies of the state in the performance of its duties.

ANNUAL REPORTS AND RECOMMENDATIONS

The Commission shall submit an annual report to the Governor including recommendations based on its studies.

RULES AND REGULATIONS

The Commission shall have no authority to promulgate rules and regulations.

EXECUTIVE ORDER

In 1991, Governor John Engler issued Executive Order 1991-29. The Executive Order moved the Michigan Women's Commission from the Department of Management and Budget to the Michigan Department of Civil Rights. In the Executive Order it states that (1) all the statutory authority, powers, duties, functions and responsibilities of the Michigan Women's Commission are transferred to the Director of the Department of Civil Rights and (2) the Director of the Department of Civil Rights shall administer the assigned functions so as to promote efficient administration.

*The Michigan Women's
Commission consists
of 15 members
representative of many
fields of interest to
women.*



Members and Staff

January 2003 - April 2003



Anne Norlander
Chairwoman



Judy Garland
Vice Chairwoman



Kamar Amanullah



Emma Bell



Judi Clark



Lynda Cosgrove



Mandy Grewal



Kaye Grubba

COMMISSIONERS

Anne Norlander, Chairwoman - Battle Creek
Judy Garland, Vice Chairwoman - Mt. Pleasant
Kamar Amanullah - West Bloomfield
Emma Bell - Detroit
Judi Clark - Rockwood
Lynda Cosgrove - Traverse City
Mandy Grewal - Ann Arbor
Kaye Grubba - Owosso
Patricia Hardy - Bloomfield Hills
Tammy McDonough - Beaver Island
Denise Radtke - Plymouth
Judi Schwalbach - Escanaba
Ramirra Stackhouse - Orchard Lake
Julie Stevens - Saginaw
Joyce Watts - Allegan

EX OFFICIO MEMBERS

Maura Campbell - Department of Consumer and Industry Services
Jocelyn Vanda - Family Independence Agency
Deanna Hopkins - Department of Civil Service
Kathy Weller - Department of Education



Patricia Hardy



***Tammy
McDonough***



***Denise
Radtke***



***Judi
Schwalbach***



***Ramirra
Stackhouse***



Julie Stevens



Joyce Watts

LIAISONS

Lynn Buhl - Department of Environmental Quality

Karen Carroll - Office of Services to the Aging

Patty Cantu - Department of Career Development

Alethia Carr - Department of Community Health

Kelly Chesney - Department of Management and Budget

Sergeant Michele Hernandez - Michigan State Police

Margaret Flanagan - Office of the Attorney General

Kim Wells - Office of the Governor

Mindy Koch - Department of Natural Resources

Bobbie McKennon - Department of Treasury

Cathy Milette - Department of Civil Rights

Catherine Roberson - Michigan Economic Development Corporation

Heidi Washington - Department of Corrections

R. Dee Woell - Department of State

STAFF

Jean Kordenbrock - Executive Director

Members and Staff

May 2003 - December 2003



Emma Bell
Chair



Gloria Woods
Vice Chair



Judi Clark



Kaye Grubba



Pat Hardy



Brenda Jones
Quick



Maria Ladas
Hoopes



Anne Norlander

COMMISSIONERS

Emma Bell, Chair - Detroit
Gloria Woods, Vice Chair - Bay City
Judi Clark - Rockwood
Kaye Grubba - Owosso
Patricia Hardy - Bloomfield Hills
Brenda Jones Quick - Traverse City
Maria Ladas Hoopes - Muskegon
Anne Norlander - Battle Creek
Denise Radtke - Plymouth
Judy Rosenberg - Birmingham
Judi Schwalbach - Escanaba
Sally Shaheen Joseph - Flint
Cheryl Sugerman - Ann Arbor
Joyce Watts - Allegan
Karen Patricia Williams - East Lansing

EX OFFICIO MEMBERS

Deanna Hopkins - Department of Civil Service
Norene Lind - Department of Labor & Economic Growth
Jocelyn Vanda - Family Independence Agency
Kathy Weller - Department of Education



***Denise
Radtke***



Judy Rosenberg



***Judi
Schwalbach***



***Sally Shaheen
Joseph***



***Cheryl
Sugerman***



Joyce Watts



Karen Williams

LIAISONS

Sophie Baker - Department of Civil Rights

Maxine Berman - Office of the Governor

Linda Burnham - Department of Natural Resources

Patty Cantu - Department of Labor & Economic Growth

Alethia Carr - Department of Community Health

Karen Carroll - Office of Services to the Aging

Beth Emmitt - Department of State

Cynthia Faulhaber - Department of Treasury

Sergeant Michele Hernandez - Michigan State Police

Bridget Medina - Department of Management & Budget

Catherine Roberson - Department of Labor & Economic Growth

Patricia Spitzley - Department of Environmental Quality

Heidi Washington - Department of Corrections

Christine White - Department of Agriculture

STAFF

Judy Karandjeff - Executive Director

Elizabeth Thompson - Program Specialist

Florine Davis - Executive Secretary

GOVERNOR'S APPOINTMENTS

On April 16, 2003, Governor Jennifer M. Granholm announced that Commissioner Emma Bell would be made chair of the Michigan Women's Commission and Judy Karandjeff would be the Executive Director.

On August 19, Governor Jennifer M. Granholm appointed five new commissioners. Maria Ladas Hoopes, of North Muskegon, succeeded Lynda Cosgrove; Brenda Jones Quick, of Traverse City, succeeded Tamara McDonough; Judith Rosenberg, of Birmingham, succeeded Kamar Amanullah; Karen Patricia Williams, Ph.D., of East Lansing, succeeded Mandeep Grewal; and Gloria Woods of Bay City, succeeded Julie Stevens. In addition, the Governor designated Gloria Woods as the vice chair of the Commission.

On October 28, Governor Jennifer M. Granholm, appointed Sally Shaheen Joseph, of Flint, to the Commission succeeding Ramirra Stackhouse who had resigned.

On December 9, Governor Jennifer M. Granholm appointed Cheryl Sugerman, of Ann Arbor, to the Commission to succeed M. Judith Garland who had resigned.

In December, the Governor appointed Linda V. Parker as the new Director of the Michigan Department of Civil Rights. At the Commission's December meeting, Dr. Nanette Reynolds, the former director, introduced Director Linda V. Parker to the Commission and others who attended the meeting.

New Commission staff were also appointed in 2003 by the Director of the Department of Civil Rights and the Executive Director of the Michigan Women's Commission. Elizabeth Thompson was chosen to assist Executive Director Judy Karandjeff as the Commission's program specialist. Florine Davis serves as part-time Executive Secretary.

**Pictured: 1st row -
Emma Bell, Chair;
Gloria Woods, Vice
Chair
2nd row - Linda
V. Parker, current
MDCR Director;
Judy Karandjeff,
Executive
Director of the
Michigan Women's
Commission; Dr.
Nanette Reynolds,
former MDCR
Director**



Commission Goals, Strategies & Priorities

In 2002, the Michigan Women's Commission implemented a three-year strategic plan. The strategic plan identified a mission statement and operational structure which provided a framework for the accomplishment of the goals of the Commission. The four goals identified in the plan are as follows:

- 1) to increase economic independence of women,
- 2) to improve health and safety of women,
- 3) to prevent discrimination against women, and
- 4) to increase the public profile and identity of the Michigan Women's Commission as a resource for Michigan women.

Objectives and strategies for meeting the four goals are detailed in the three-year strategic plan.

In 2003, the Commission underwent a number of changes with the election of Governor Jennifer Granholm and the resulting change in administration. At the beginning of the year, Jean Kordenbrock was the only previous staff person remaining. The first months of the year were spent moving the Commission office from the Michigan National Tower to the Capitol Tower Building. The Commission staff are now co-located with the Executive Office of the Michigan Department of Civil Rights. This co-location has permitted cost savings through the sharing of common areas and office infrastructure. The new address of the Commission is as follows:

Michigan Women's Commission
110 West Michigan Ave., Ste. 800
Lansing, Michigan 48933
Phone: (517) 373-2884
Fax: (517) 335-1649
E-Mail: MDCR-WomensComm@michigan.gov

After the appointment of the new Executive Director, Judy Karandjeff, the full Commission met three times, in Lansing, in the 7th floor Commission Room of the Michigan Department of Civil Rights.

August 19, 2003
October 21, 2003
December 10, 2003

The Multi-Year Strategic Plan



Increasing the Networking Opportunities for Women and Identifying Key Issues

On September 19, the Michigan Women's Commission co-hosted the second Women's Networking meeting in Lansing. Representatives Artina Tinsley Hardman and Fran Amos generously co-hosted the event. Men and women representing numerous local and state organizations with a special interest in women's issues took a day to travel to Lansing to share their concerns.

The meeting not only provided opportunities for members of state and local organizations to meet and network, but also began the identification process for determining issues of special importance to women in the coming decade. Spokespeople from attending organizations presented their three top priority issues to the audience. Numerous concerns emerged (see list below.) The Michigan Women's Commission shared these priorities with all who attended the meeting. A list of groups represented at the meeting is available on our web site.

The following list summarizes the concerns of the people attending the networking meeting. It is clear that issues of equal access to resources in the areas of health, employment/economic services, justice, child care, family equity and education are of significant concern.

Networking



Priorities



HEALTH ISSUES

- Access to health care
- Reproductive rights – pro-choice
- Health of lesbian women
- Increased funding of pregnancy prevention programs for low-income women (\$32 million savings in Medicaid)
- Contraceptive equity
- Access to comprehensive sexuality education
- Tribal women's health
- Infant & maternal mortality
- Acceptability, quality, culturally competent health care
- Access to midwifery services (reimbursements for midwives)
- Prevention
- Healthy Start funding
- Long term care
- Affordable prescriptions
- Prenatal and postnatal care
- Sexual assault nurse examiner programs and funding for crime lab kits

EMPLOYMENT/ECONOMIC ISSUES

- Pay Equity – news conference 9/24 – Pay Equity Act
- Issue for survivors of domestic violence
- Pension rights – termination of health insurances in widowhood/retirement
- Consumer protection – fraud, etc.
- Education for women regarding retirement
- Wage discrimination
- Change Michigan Works and Work First programs to permit education – allowing women to get higher paying jobs
- Tribal access to economic development program – end cultural barriers
- Funding for direct administration by tribal governments
- Economic education for girls
- Economic self-sufficiency for women – tied with post-secondary education
- Change limited education opportunity to count for work requirement (p. 11 ACLU report) – only 2% of Work First participants get post-secondary certification and thus increase income
- Credit “repair”

JUSTICE ISSUES

- Gender bias – senior women (legal system)
- Domestic violence prevention and treatment
- Victims’ rights
- Prevention and treatment of rape
- Prevent sexual orientation bias
- Child abuse prevention
- Support Affirmative Action

MISCELLANEOUS

- Elections/Public Funding
- Funding for women’s services
- Equal Rights Amendment
- Discrimination/lack of access to agencies for tribal women
- More elected and appointed women
- Women’s Talking Circles

CHILD CARE

- Health Care
- Day care for those enrolled in post secondary education
- Role of grandparents
- Multi-service day care/child care policy changes for welfare

FAMILY EQUITY

Custody
Family law
Increased funding/ family preservation
Domestic violence
Transitional housing with TANF funds
Issue of marriage promotion and fatherhood issues

EDUCATION

Access to post-secondary education to prevent poverty
Elder law – older women's education financial issues
Access to education
Life long educational opportunities
Voucher and charter schools accountability
Girls in math and science
Women's history in middle and high school
Gender Equity goal – K-12 focus on community and institutionalization of gender issues
Protect Title IX
Support non-traditional education
0-3 programs
Michigan Model
Education for native and minority women
Girls & technology – more engineers
Funding for Head Start
Adult education and job training – community colleges
Reading readiness



***Second Women's Networking Meeting
Lansing, Michigan
September 19, 2003***

Survey of Women's Issues

The Michigan Women's Commission revised and distributed a survey on women's issues that had been disseminated in 1988. The survey results are still being received and will be used to set future agendas for meetings of the Michigan Women's Commission. A copy of the survey is available on our web site (www.michigan.gov/mdcr) and more information will be compiled in 2004 to fulfill some of the requirements of the enabling legislation.

Affirmative Action

PREVENTING DISCRIMINATION AGAINST WOMEN

In October 2003, the Michigan Women's Commission recognized the important role affirmative action programs have played in helping women gain equity in employment and education and voted unanimously to oppose attempts to end affirmative action programs in Michigan.

Additionally, the Commission and staff worked to help increase awareness about laws and issues addressing discrimination and made referrals to appropriate agencies for assistance.

Legislation

The Michigan Women's Commission staff and some commissioners attended the Women's Equity Day events in Lansing and Detroit on August 26.

The Michigan Women's Commission staff follows the Michigan Legislature and posts information about bills of interest and its status on our web site. The Commission heard a presentation by Senator Beverley Hammerstrom's staff about mental health parity legislation and its impact on women.

The Michigan Women's Commission also attended the Pay Equity Day press conference at the Capitol on August 26. Pay equity legislation has been introduced in the Michigan House and Senate, but no action has taken place.

Resource for Michigan Women



OUTREACH

Members of the Michigan Women's Commission and staff continue to work with other organizations and throughout Michigan on behalf of Michigan's women. Highlights of this year's activities include:

Representing Governor Granholm at the Arvon Award Dinner in Muskegon. Governor Granholm is the third recipient of the Arvo Women of Achievement award, presented annually to one Michigan woman who is recognized as a role model in the fields of leadership and service. Judy Karandjeff accepted the award on Gov. Granholm's behalf;

Participating in the Michigan Department of Community Health's Family Planning Advisory Commission;

Attending the annual Apple Blossom Award Dinner for the Michigan Coalition Against Domestic and Sexual Violence (www.mcadsv.org/mrcdsv);

Working with the contraceptive equity work group to support legislation, SB 4071, introduced by Senators Bev Hammerstrom and Martha Scott;

Hosting a presentation on the Healthy Mothers, Healthy Babies at our August meeting (www.msu.edu/~hmhb).

Hosting a presentation by the Michigan Women's Foundation Smart Alexx project, at our August meeting (www.smartalex.com).

Attending the Michigan Women's Hall of Fame 20th Annual Awards Dinner in Lansing and serving on the event steering committee (www.michiganwomenshalloffame.org);

Hosting presentation by Surgeon General Dr. Kimberly Dawn Wisdom at our October 21 commission meeting. For more information on Michigan's public health promotion and disease prevention efforts, go to www.michigan.gov/mdch;

Hosting a presentation by Yvonne Blackmond, Director of the Office of Drug Control Policy, Michigan Department of Community Health. For information on treatment, prevention and education programs, go to www.michigan.gov/mdch;

Speaking about the Michigan Women's Commission at meetings of the Lansing Branch of American Association of University Women and the director's of the Michigan Domestic Violence and Treatment Board.

Attending the Michigan Woman's Economic Club presentation, in Detroit, on the Michigan Women's Leadership Index. Go to www.umich.edu/~cew/welcome.html for an executive summary of the report.

Related Activities & Publications

During 2003, the Michigan Women's Commission was a member of the following organizations:

THE MICHIGAN WOMEN'S FOUNDATION GIRL TECHNOLOGY PROJECT - SMART ALEXX PROJECT

The Michigan Women's Foundation brought together the Girl Scouts of Michigan Trails, Nomkomis Foundation, Michigan Department of Career Development, Athena Foundation, Jewish Women's Foundation of Metropolitan Detroit, and the Michigan Women's Commission. The purpose of the group was to design a program that would benefit women and girls in a significant way, specifically in the area of technology. The group, focusing on technology for young girls, developed a website (www.smartalexx.com) to encourage and mentor young girls interested in technology careers. The group continues to work through the year 2003 to develop and implement their ideas and goals. The Michigan Women's Commission saw a presentation of the new web site at its August meeting.

STATE ADVISORY COUNCIL ON AGING

The Council reports findings and recommendations on aging issues to the Commission on Aging. The Michigan Women's Commission is represented on this Council to keep abreast of issues facing older women. Some of the issues the Council explored this year were challenges facing caregivers, long term care, financial scams targeting elder adults, and recognizing the achievements of elder adults.

Task Forces and Committees



Work Groups



Publications available from the Commission in 2003:

A Guide to Personal Protection Orders

Included in this brochure is a definition of a Personal Protection Order (PPO), tips for filling out a PPO, what to do once the PPO is issued, and steps to take if the PPO is violated. The brochure also offers helpful tips on information required by the court and safety information for victims. A toll-free number is listed in the brochure to assist victims in completing PPOs and developing a safety plan.

A Guide to Science, Math and Technology Camps in Michigan

This brochure was designed to help counselors, teachers, parents and students locate math, science and technology camps and extracurricular programs in Michigan that will help young girls explore their interest in these subjects.

A Relationship Is No Place for Violence

Directed at teenagers and young adults, this brochure provides information on the warning signs of abuse in dating relationships, a checklist to help decide if a partner is abusive, and how to get help. The brochure also includes a list of personal rights and a toll-free number for the National Domestic Violence Hotline.

Club Drugs: What You Should Know

This brochure aimed at teens gives facts on several popular club drugs such as Ecstasy, GHB, and Methamphetamine. Created in conjunction with the Michigan Department of Community Health, this pamphlet includes a toll-free number and information on what to do if someone has been using club drugs.

Club Drugs: What You and Your Kids Should Know

Like Club Drugs: What you should know, this brochure gives facts on several club drugs but is directed toward parents. It provides helpful information on what to do if you suspect your child of using these drugs or attending rave parties. It also includes a toll-free number for assistance.

Ecstasy: It's a No-brainer

Along with a description of the drug Ecstasy, this brochure describes the dangers of Ecstasy, the damage to the brain caused by Ecstasy use, and the consequences of possessing the drug. The brochure also includes the latest facts and findings of scientists about the drug, Ecstasy.

Resources



GHB: A Vicious Scam, a Proven Killer

Aimed at dispelling myths that GHB is a bodybuilding formula, this brochure responds to questions like "Can GHB help me build muscle or lose weight?" and "What are the effects of GHB?" A toll-free number for more information is included as well as information on what to do if someone has been taking GHB and current laws concerning this drug.

Have You Ever Wondered...

The MWC, in partnership with the Michigan Department of Career Development, created a brochure that would encourage the interest of young girls in math, science and technology by highlighting careers that involve these subjects but are not traditionally pursued by women.

If You Need Help, You've Found It: Domestic Violence Mirror Cling

This clear, non-adhesive mirror cling displays a toll-free number to locate a domestic violence shelter in a victim's area. It can be conveniently displayed on windows and mirrors.



Methamphetamine

This brochure gives facts about the drug methamphetamine including the effects, withdrawal symptoms, and risks. A toll-free number for more information is included.

Michigan Women's Commission Information Bookmark

This brochure is a pamphlet size card that can easily be used as a bookmark. Included on the card is helpful information about the Michigan Women's Commission. The brochure lists the current Commissioners, Ex Officios, Liaisons and staff, the mission statement, and the projects and goals for the upcoming year.

Safety Tips for You and Your Family

This brochure aims to help women and victims of domestic violence recognize domestic violence situations and gives suggestions on how to exit the situation. The brochure gives a definition of domestic abuse, defines who abusers are, and helps a victim make a safety plan. Included is a toll-free number for the National Domestic Violence Hotline. This brochure is also available in a Spanish language version.

Stalking: Understand Your Rights

This brochure is a citizen's guide to understanding stalking laws. It provides a definition of stalking, examples of stalking, and a description of the punishment for convicted stalkers. Most

importantly, citizens are informed of what their legal rights are and what to do when being stalked.

There's No Excuse For Domestic Violence Wallet Card

This small flyer has a perforated edge that may be torn off and the number for the Domestic Violence 24-Hour help line can be placed in a person's wallet. Warning signs of abuse are included.

Watch Out for Rape Drugs

This brochure supplies information on several different drugs used to limit a person's ability to protect themselves against sexual assault. It also outlines ways to protect oneself from these drugs.

2002 Annual Report to the Governor

Special Thanks



The Michigan Women's Commission extends a special recognition to outgoing members of the Commission. The dedication and hard work of these exceptional women have truly upheld the mission of the Commission to increase the quality of life for Michigan women.

The out-going members of the Commission are:

Kamar Amanullah
Lynda Cosgrove
Judy Garland
Mandy Grewal
Tammy McDonough
Ramirra Stackhouse
Julie Stevens

We would also like to thank outgoing staff of the Michigan Women's Commission who served during the year 2003. Her knowledge, leadership and dedication were valuable to the work of the Commission.

Jean Kordenbrock, Executive Director

We also express our thanks and appreciation to the retiring Director of the Michigan Department of Civil Rights. In 1984 she also served as acting Executive Director of the Michigan Women's Commission. Her support for our mission has been invaluable.

Nanette Reynolds, Ed.D., former Director of the Michigan Department of Civil Rights.

Partnerships and Collaborations

The Michigan Women's Commission views itself as a partnership agency and, as such, relies greatly on the assistance and support of other partners. The following project partnerships deserve our appreciation:

- Office of Governor Jennifer M. Granholm • Office of Lieutenant Governor John Cherry • Members of the Michigan Legislature
- Members of the U.S. Senate • Members of the U.S. Congress
- Michigan Department of Agriculture • Office of the Attorney General
- Michigan Department of Civil Rights • Michigan Department of Civil Service • Michigan Department of Corrections • Michigan Department of Community Health • Office of Services to the Aging • Michigan Department of Education • Michigan Department of Labor & Economic Growth • Michigan Department of Management & Budget • Michigan Department of Natural Resources • Michigan Family Independence Agency • Michigan Department of State • Michigan State Police
- Michigan Department of Transportation • Michigan Department of Treasury • Michigan Economic Development Corporation • Office of the State Employer • Domestic Violence Prevention & Treatment Board • and other organizations, individuals, and agencies too numerous to list.

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